WBMA Announces New Employee Training Program

WBMA is excited to announce we will be conducting a new employee training program this fall. The Building Material Marketing Course is a 2-day workshop designed to provide your employees with practical selling skills, product knowledge, residential construction basics, building material math and industry terminology.

Partnering with several of our Supplier Members, attendees will receive in-depth training on products they sell on a regular basis. Not only will they learn essential selling skills, but also practical application of how products are used on the jobsite.

Topics covered include:

- Engineered Products
- Lumber
- Treated Wood
- Composites
- Hangers and Fasteners
- Water Infiltration
- Siding
- Doors
- Moldings and Millwork
- Customer Service & Selling Skills
- Residential Construction
- Building Material Terminology
- Board Footage
- Margins and Profits

Who should attend? Sales and yard personnel new to the industry, employees with limited training, as well as those more experienced employees desiring additional industry knowledge will all benefit from attending this workshop.

The Building Material Marketing Course will be October 21-22 at WBMA’s Kincaid Learning Center in Olympia, Washington.
WBMA’s Annual Convention
November 5-7, 2014
Red Lion on the River - Portland, OR

Thursday, November 6th
8:30 am - Bill Lee
How to Take Your Business to the Next Level

12:00 noon - Luncheon Speaker - Jared Ogden
retired member of U.S. Navy SEAL Team ONE

2:00 pm - Bill Lee continues
Coaching Your Salespeople on Dealing with Price Objections

5:00 pm - Supplier Networking and Table Top Show

7:00 pm - Presidents’ Banquet

Friday, November 7th
8:30 am - Breakfast Keynote Dr. Bill Conerly
The Economic Outlook: New Opportunities and Risks in the Evolving Business Cycle

NLBMDA Webinar Series: Part One
Top 5 OSHA Citations in the Building Materials Industry:
Are you at risk?

What are the top 5 OSHA citations for the building materials industry and what if OSHA shows up at your door? Are you safe and prepared for an OSHA inspection? Come to Part One of NLBMDA’s webinar series to learn exactly what OSHA is citing our industry, hear how you can get into compliance, and be prepared for an inspection. This is part one of a two part webinar series covering the top 10 citations in the LBM industry. Part one will cover the top 5 citations.

If you are an owner, supervisor, or manager with safety responsibilities, you must attend this information packed webinar. Learn straight from the experts about the information you need to comply and avoid the most frequently violated regulations.

Webinar Schedule:

Tuesday, September 23, 8:00 a.m. - 9:00 a.m. PT.
Friday, September 26, 10:00 a.m. - 11:00 a.m. PT

Fee: $75 NLBMDA members/ $125 non-members

Washington Members:
Health Exchange Lands Statewide Insurer for Small Businesses
Greg Lamm - Puget Sound Business Journal
For the first time, Washington will have a statewide plan for small businesses seeking employee health coverage through the state’s health exchange.

The Office of the Insurance Commissioner has approved Kaiser Health Plan of the Northwest and Moda Health Plan Inc. to sell 23 health plans inside the Washington Healthplanfinder Business, formerly know as SHOP. Kaiser enrollees will receive an average rate decrease of 3.7 percent and Moda is new to the market and will be available statewide. Kaiser is available only in Clark and Cowlitz counties.

Welcome New Member
Superior Custom Cabinets, Inc.
They have been manufacturing cabinets since 1982 and proudly build and service superior products for home builders and homeowners throughout the Pacific Northwest. From start to finish, you will work directly with Superior staff – no middleman. Their sales staff has years of experience and one person will walk you through the design process.

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APA Publishes New System Report:
Fire Protection of Wood I-Joist Floors
The Engineered Wood Association has released "APA System Report SR-405: Fire Protection of Floors Constructed with Prefabricated Wood I-Joists for Compliance with the 2012 International Residential Code." The report provides several practical systems for design and construction of fire-resistant floor assemblies built with wood I-joists that satisfy the requirements of 2012 IRC Section R501.3.

For a free download of APA System Report SR-405, visit www.apawood.org
HR Insights for the Building Material Industry

Alicia Cappola, Real People Person, LLC

Alicia has been in Human Resources in Washington since 2004 primarily on the retail side of the building materials industry. Please feel free to contact her directly at alicia@realpeopleperson.com

For those with HR responsibilities, Alicia will be conducting an update for HR personnel at WBMA’s Kincaid Learning Center on Tuesday, October 7th. This is a great opportunity for anyone in your company with HR responsibilities to learn about the latest changes affecting your company. Included will be an open forum for Q&A with Alicia to help you with all of your HR concerns.

FMLA "Spouse" Change

Back in late June the Department of Labor (DOL) published a Notice of Proposed Rulemaking to revise the definition of “spouse” under the Family Medical Leave Act (FMLA). The comment period for the proposed rule ended on August 11th so if changes are to be adopted we ought to be hearing about it soon.

The Family and Medical Leave Act (FMLA) is one that you might not be affected by since only employers with 50 or more employees have to comply (most of the time). You might want to take a look though, to be sure either way.

Covered Employers:

• Private-sector employer, with 50 or more employees in 20 or more workweeks in the current or preceding calendar year, including a joint employer or successor in interest to a covered employer;
• Public agency, including a local, state, or Federal government agency, regardless of the number of employees it employs; or
• Public or private elementary or secondary school regardless of the number of employees it employs.

If you have recently grown your business and now meet the FMLA requirements then you’ll want to go do some reading about the requirements or attend an FMLA seminar because there is a lot of nuance to get right. One thing is certain though, once you meet the requirements you’ll have another poster to add to the company bulletin board where you should have all of your other required posters like minimum wage, equal employment opportunity and worker’s compensation rights.

The FMLA poster was updated in February of 2013, but a lot of employers missed that notice and still have the 2009 update (or even later) up on the board. You can always find free, up-to-date posters on federal websites: http://www.dol.gov/whd/. There is no need to buy those all-in-one laminated posters from the various companies who cold-call and scare you about the newest posting requirements.

Basic Provisions:

• FMLA protection is not paid leave, it is job protection.
• Available to employees after having been employed with a covered employer for 1 year and worked 1250 hours in the most recent 12 month period.
• Employee must be returned to the same, or equivalent position, wage, and benefits upon return from leave.
• Employee must suffer no adverse actions for having taken the leave.
• Employer must maintain employee’s health coverage during the leave.
• Leave can be taken intermittently when medically necessary.
• The employer is allowed to require employees to exhaust all paid time off first (PTO, Vacation, Sick Leave) and to run that time concurrently with the FMLA leave.
• May run FMLA concurrently with leave associated with an L&I claim.
• Note that additional time off is granted to military families in certain circumstances.

There are a lot of things to know about how to properly administer FMLA leave, if you are a covered employer or you are getting close to that ever important 50 employee threshold you really ought to read into the laws further or request the assistance of an HR professional.
Lowe’s Ordered to Pay 2x4 Settlement

By JBertner / Source: Home Channel News

A Marin County California judge ordered Mooresville, North Carolina-based Lowe’s to pay a $1.6 million settlement over a lawsuit alleging the inaccurate description of structural dimensional building products.

One upshot of the settlement is the intention of Lowe’s to include the actual product dimensions of 2x4 lumber (1.5 inches by 3.5 inches) along with the description of the product as a “2x4.” The suit arose from a civil enforcement action filed by district attorneys of several California counties.

"Consumers should expect when making product purchases that retailers are providing accurate information especially when misinformation could adversely affect building projects that more often than not rely on precise measurements," said District Attorney Ed Berberian.

Lowe’s spokeswoman Karen Cobb told HCN by e-mail that there are about 100 stores affected by the settlement. "Enhanced product signage and labeling is now on Lowes.com and in Lowe's advertising," she said. "And work is underway to update signage in California stores." The settlement was ordered by Marin Superior Court Judge Paul Haakenson.

Bell-Anderson Insurance Agency - WBMA Service Partner

WBMA's partner Bell Anderson Insurance Agency offers a complete line of insurance products to our members including commercial, medical and personal. Our members will benefit from Bell-Anderson's experienced agents and accessibility to a broad range of insurance carriers ensuring the right coverage at competitive rates.

We encourage you to welcome a call from George Kupets and allow him the opportunity to review your insurance program.

To learn more about how you can save on your commercial, medical and personal insurance lines as well as be eligible for our dividend program please contact Casey Voorhees at the WBMA office 1-888-551-9262 or casey@wbma.org

ILM / PLM - WBMA Service Partner

Indiana Lumbermens Mutual and Pennsylvania Lumbermens Mutual Insurance Company are WBMA’s endorsed carriers for your commercial insurance lines. Both insurers have been WBMA members for many years, exhibiting during our annual convention and contributing sponsorship assistance for our speakers and Link Scholarship Fund auctions. WBMA partners with ILM for our group safety dividend program, which provided a 10% return to our membership last year.

If you would like to receive a quote on your commercial insurance through our partnership with ILM or PLM, please contact Casey Voorhees at the WBMA office 1-888-551-9262 or casey@wbma.org